



The WMS & WHS School Improvement Plan was created in collaboration with members of the WHS & WMS Leadership Teams.

Strategic Goals:

- Strategy #1: Focus on Every Child Every Day
- Strategy #2: Investing in our Educators
- Strategy #3: Broad-based World Class Curriculum
- Strategy #4: Diversity, Equity and Inclusion

Focus Areas for SY20-21:

1. Safe School Reopening
2. Diversity, Equity & Inclusion

<p>Core Values:</p> <p>Academic Excellence (AE) Commitment to Community (CC) Respect for Human Differences (RHD) Cooperative & Caring Relationships (CR)</p>	<p>Priorities:</p> <p>Social and Emotional Learning (SEL) Tiered Systems of Support (TSS) 21st Century Teaching & Learning (21st T & L) Diversity, Equity, & Inclusion (DE&I)</p>
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Goal 1: Develop & Implement DESE-Required School Reopening Plans for SY2020-21

WPS Strategic Plan	Year/Action Steps	Outcomes/measures:
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<p><i>Strategy #1: Focus on Every Child Every Day</i></p> <p><i>Strategy #2: Investing in our Educators</i></p> <p><i>Strategy #3: Broad-based World Class Curriculum</i></p>	<p>Planning for the Start of School in September 2020 (Development) ● Provide secondary representation and participation in district advisories and working groups in support of WMS/WHS reopening during a pandemic.</p> <ul style="list-style-type: none"> ● Analyze feasibility and provide operational support for the creation of a WPS Remote Learning School. ● Provide a secondary school perspective on a District Bargaining Team and work with the WEA to create an agreement on the major elements of school reopening. <p>Safety and Operations (Implementation)</p> <ul style="list-style-type: none"> ● Hire staffing for 2020-21 school year. Determine RLS teachers. Train and support new teachers. ● Build a new schedule that accommodates for 2-day cohorts. ● Establish arrival, lunch and dismissal procedures in consideration of the pandemic. ● Prepare the building for air ventilation and social distancing. ● Prepare faculty and staff for a return to a “new” school. Establish and document new protocols, procedures and practices. ● Develop, hold and participate in community and parent forums. ● Plan for substitute coverage in the case of leaves and absences due to COVID-19. Monitor as a metric for keeping schools open. ● Operationalize baseline viral testing of all students and staff prior to the start of school and while in school. 	<ul style="list-style-type: none"> ● Completion of the operational plan to open schools. ● Analysis and recommendations for hybrid and remote school models. <ul style="list-style-type: none"> ● Signed MOA and working agreement between administrators and WEA. ● Fully staffed hybrid and RLS schools in accordance with leaves and accommodations. <ul style="list-style-type: none"> ● Development of a new Master Schedule. ● Documentation for student flow in the beginning, middle and end of day. ● Installation of new filters; class enrollments that match social distancing guidelines. ● Shared documents that outline school opening plans and procedures. ● PTO Zoom meetings and Executive Board meetings for parents. ● Full plan that outlines substitute teacher procedures at secondary level. ● Operational plan for distribution and collection of test kits.
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	<ul style="list-style-type: none"> ● Plan and operationalize safety training for staff (i.e., fire and active intruder drills). <p>Hybrid Teaching and Learning, and SEL (Implementation)</p> <ul style="list-style-type: none"> ● Support for student advisory that focuses on connecting students with peers and adults. ● Development and support for an Adult Advisory. ● Monitor staff morale during a highly emotional time. <p>WHS: DHs and subdivide APs (extra support); workshops for technical support in addition to higher level meetings</p> <ul style="list-style-type: none"> ● Develop and support new curriculum in all subject areas that considers in-building and remote learning (i.e., “room vs. zoom”). ● Support teachers with technology and strategies for effective remote and in-building teaching. <ul style="list-style-type: none"> ● Administration continually engages with staff about the effectiveness of remote teaching (e.g., cameras on, asynchronous assignments) as well as in-person needs. ● The High School specifically is working with semesters instead of quarters for grades this year to give teachers more time to adapt to the hybrid model 	<ul style="list-style-type: none"> ● Delivery of safety drills for staff and students in accordance with WPD. <ul style="list-style-type: none"> ● Schedule for students and staff to meet and connect for greater SEL. ● Placement of staff in adult groups of 6-8 members; development of activities and schedule to meet. ● Survey staff regularly about personal health and wellbeing. ● Committee that discusses needs and actions about classroom teaching. ● Weekly tips on technology that supports teachers; work with the Tech Department. Delivery of in-school PD on applications for remote teaching and learning. ● Scheduled time for departments to meet specifically about curriculum delivery and pedagogical needs. Participation in JLMC as part of MOA. ● Asking parents to check in with their children on Canvas, Powerschool, and asking teachers to reach out to families in support of struggling students.
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<p><i>Strategy #1: Focus on Every Child Every Day</i></p> <p><i>Strategy #2: Investing in our Educators</i></p> <p><i>Strategy #3: Broad-based World Class Curriculum</i></p>	<p>Practices and Programs that Promote D, E, and I</p> <ul style="list-style-type: none"> ● Train staff and implement anti-bias BPS “24/7” Program in order to educate students on anti-racist behaviors. ● Encourage staff to take advantage of the suite of courses offered by the Equity Literacy Institute specifically for WPS. ● Continue to explore new hiring practices for BIPOC. ● Monitor and support BIPOC during moments of specific sensitivity like our November election. ● Delivery of WPS DE&I Training Workshops by school-based facilitators. 	<ul style="list-style-type: none"> ● Plan to work through advisories to implement the 24/7 program; training on PD day in November. Schedule time for student engagement. ● Promote PD website that offers courses. ● Work with Department Heads in the Leadership Team and ATM meetings that educate about hiring practices; include WPS HR. ● Offer time for affinity groups such as Staff of Color and LGBTQ+ during highly sensitive times of need. <ul style="list-style-type: none"> ● Schedule faculty time for district DE&I workshops by ambassadors to occur. ● Hold secondary faculty meetings that promote consistency of D,E&I work for the middle and high schools.